

BLACKS UNITED IN LEADERSHIP AND DIVERSITY (BUILD)

Background

On June 20, 2012, Governor Christine Gregoire signed [Executive Order 12-02](#) to build a diverse, inclusive, and culturally competent workforce.

On February 23, 2017, Governor Jay Inslee reaffirmed his commitment to tolerance, diversity, and inclusiveness in [Executive Order 17-01](#).

Washington State Government strives to be the Employer of Choice in Washington State where employees can bring their full and authentic selves to the workplace.

As of 2019, Black people represent 6% of executive branch employees. Data shows the representation is disproportionately higher at entry-level and diminishes as the level of the position increases.

Turnover, New Hires, and Diversity for people of color is about 20%. These numbers have remained around 20% since 2012.

Purpose

BUILD is one of six Washington State Business Resource Groups. BUILD exists to improve the experiences of current and future Black state employees, increase representation of Black people in leadership positions, give voice to the Black perspective in policy discussions about Washington communities, and build each other up as we move forward.

Membership

BUILD membership is open to all state employees who are interested in promoting the values of the Black Community and the principles, and activities of BUILD. You do not have to be a member of the Black Community to join.

Accomplishments 2019

BUILD was established in 2019. The kickoff meeting was held October 24, 2019.

Meetings

When: Third Thursday of each month (except for November and December) from 9:00 AM to 12:00 PM

Where: Location varies

Time Commitment

Up to six hours per month for the monthly meeting and/or subcommittee work.

Help Build the Group

For questions or to get involved contact the BUILD

BUILD@ofm.wa.gov

Join our Membership

Visit https://public.govdelivery.com/accounts/WAGOV/subscriber/new?topic_id=WAGOV_195 to sign up for updates.

More Information:

- [Office of Financial Management BRG Website](#)
- [WA State Black Community Business Resource Group Facebook Page](#)